

**U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES**



COMMISSIONED CORPS DIRECTIVE



CCD 151.05
EFFECTIVE DATE: 17 January 2013

By Order of the Secretary of Health and Human Services:

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SUBJECT: Health Professions Special Pays

1. PURPOSE: This Directive prescribes regulations authorizing special pays to officers in the health professions of the Commissioned Corps of the U.S. Public Health Service (Corps). In doing so, this Directive:
 - 1-1. Defines the term 'health professions' as any health profession performed by officers in the Regular Corps of the Medical, Dental, Nurse, Engineer, Scientist, Environmental Health, Veterinary, Pharmacy, Dietitian, Therapy, and Health Services categories of the Corps.
 - 1-2. Defines the prerequisites and maximum authorization amounts for health professions special pays.
2. APPLICABILITY: This Directive applies to all Regular Corps officers who are new calls to active duty or serving on extended active duty in the Corps. Officers receiving legacy special pay under previous sections of Title 37 of the U.S. Code (USC) are not eligible to receive pay under [37 USC 335](#) until their contracts are renegotiated.
3. AUTHORITIES:
 - 3-1. [37 USC 335](#), Special Bonus and Incentive Pay Authorities for Officers in Health Professions
 - 3-2. [37 USC 204](#), Basic Pay
 - 3-3. [37 USC 373](#), Repayment of Unearned Portion of Bonus, Incentive Pay, or Similar Benefit, and Termination of Remaining Payments, When Conditions of Payment Not Met
 - 3-4. [PL 110-181](#), National Defense Authorization Act 2008
4. PROPONENT: The proponent of this Directive is the Secretary of the Department of Health and Human Services (Secretary).
5. SUMMARY OF REVISIONS AND UPDATES: This is the first issuance of this Directive within the electronic Commissioned Corps Issuance System (CCIS) and authorizes special pays Instructions contained in [Book 6](#) of the CCIS. This Directive incorporates the changes to special

bonus and incentive pays directed under Public Law 110-181. As the transition to the new special pay authorities contained in this Directive occur, CCD 151.01, 151.02, 151.03 and 151.04 will be replaced by CCD 151.05. Note: See legal footnotes - [37 USC 1001](#) and [37 USC 101](#) Definitions.

6. POLICY: The Secretary may authorize a health professions bonus (accession, critical wartime skills, or retention), incentive pay, and/or board certification incentive pay to be paid to Regular Corps officers meeting the criteria for such pays.

- 6-1. Health Professions Accession Bonus (AB). AB may be authorized under this section to a qualified individual who is a graduate of an accredited school in a health profession and who holds a current, valid and unrestricted license or certification as required by the appointment standards established by the Assistant Secretary for Health (ASH), accepts a commission or appointment as an officer in the Regular Corps, agrees to serve on extended active duty for a specific period, and executes a written agreement subsequent to the date of this Directive to serve on active duty. Individual officers already commissioned in the Ready Reserve Corps are ineligible for an accession bonus under sections 335(a)(1) and (a)(2).

Note: An officer who currently holds an appointment in the Regular Corps prior to the date of this Directive is not eligible for this AB. Individuals with prior active duty in other services, who are otherwise qualified and eligible shall be eligible to receive this AB but must have been discharged from the service involved for at least 24 months prior to commissioning in the Corps.

- a. The AB shall not exceed \$30,000 for each 12-month period of obligated service for a minimum of 3 or 4 years.
 - b. During the discharge of this active duty service obligation, an officer may be eligible for Incentive Pay (IP) and Board Certification Incentive Pay (BCIP). Any additional obligation incurred by these pays shall be served concurrently.
 - c. The AB under this authority may be paid in a lump sum or in monthly installments. Upon acceptance by the Corps of the written agreement required, the total amount of the AB shall be fixed.
 - d. The AB paid to an officer under this section shall be in addition to any other pay and allowance to which an officer is entitled, except that an officer may not receive a payment under this section and [37 USC 332](#) for the same period of obligated service.
- 6-2. Health Professions Critical Wartime Skills Accession Bonus (CWSAB). In accordance with the regulation set forth by the Secretary of Defense, CWSAB may be authorized under this section to a qualified individual who is a graduate of an accredited school in a health profession and who holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH, accepts a commission or appointment as an officer in the Regular Corps, is in a health profession specialty designated as a critically short wartime specialty, and executes a written agreement to serve on active duty for a specified period. This CWSAB pay shall not be authorized for payment in combination with the Health Professions AB.
- a. For those health professions designated as a CWSAB, the maximum bonus shall not exceed \$100,000 for each 12-month period of obligated service for a minimum of 4 years.
 - b. During the discharge of this active duty service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays would be served concurrently.
 - c. The AB under this authority may be paid in a lump sum or in monthly installments. Upon acceptance by the Corps of the written agreement required,

the total amount of the AB shall be fixed.

- 6-3. Health Professions Retention Bonus (RB). RB may be authorized under this section to a Regular Corps officer who is below the rank of O-7, is a graduate of an accredited school in a health profession and holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH, agrees to remain on extended active duty or continues to serve in an active status for a specific period, and executes a written agreement to serve on active duty for a specified period.
- a. The RB shall not exceed \$75,000 for each 12-month period of obligated service for a minimum of 2, 3, or 4 years.
 - b. During the discharge of this active duty service obligation, an officer may be eligible for IP and BCIP. Any additional obligation incurred by these pays would be served concurrently.
 - c. The RB under this authority may be paid in a lump sum or in monthly installments. Upon acceptance by the Corps of the written agreement required, the total amount of the RB shall be fixed.
- 6-4. Health Professions Health Professions Incentive Pay (IP). IP may be paid to a Regular Corps officer who is entitled to basic pay under [37 USC 204](#) and serving as an officer on active duty in a designated health profession specialty or skill.
- a. Annual IP payments for contracts begin on or after the approval date of this Directive. The officer may be paid in monthly installments and shall not exceed in any 12-month period \$100,000 for medical and dental officers and \$15,000 for officers in other health professions for a period not less than 1 year.
 - b. The IP received under this section may be in addition to any other pay and allowance to which an officer is entitled.
- 6-5. Board Certification Incentive Pay (BCIP). BCIP is authorized for an officer in the Regular Corps who is entitled to basic pay under [37 USC 204](#) and is board certified in a designated health profession specialty or skill and holds a current, valid and unrestricted license or certification as required by the appointment standards as established by the ASH.
- a. The BCIP shall be paid at an annual rate not to exceed \$6,000 and the officer must remain certified in his/her designated health profession specialty or skill.
 - b. The BCIP received under this section may be in addition to any other pay and allowance to which an officer is entitled.
 - c. The BCIP may be paid monthly, in a lump sum at the beginning of the certification period, or in periodic installments during the certification period as determined by the ASH.
- 6-6. Written Agreement for Bonus and IP. To receive a bonus or IP, an officer must enter into a written agreement that specifies at a minimum:
- a. The amount of the bonus or incentive pay;
 - b. The method of payment of the bonus or incentive pay;
 - c. The period of obligated service;

- d. That the obligated service will be performed on active duty; and
- e. The type or conditions of the service.

6-7. Repayment.

- a. An officer who receives a bonus or incentive pays or similar benefits under this Directive and who fails to fulfill the eligibility requirements for the receipt of the bonus or incentive pay or fails to complete the period of service for which the bonus and incentive pay or similar benefits are paid, as specified in the written agreement under subsection 6-6 in the case of a bonus or incentive pay, shall be subject to the repayment provisions of [37 USC 373](#).
- b. Pursuant to the regulations prescribed to administer this section, the ASH without further delegation, may grant an exception to the repayment and termination requirements regarding the payment of unpaid amounts of a bonus, incentive pay, or similar benefit if the ASH determines that the imposition of the repayment and termination requirements with regard to a member of the Corps would be contrary to a personnel policy or management objective, would be against equity and good conscience, or would be contrary to the best interests of the United States.
- c. If a member of the Corps dies or is retired or separated with a combat-related disability, the ASH:
 - (1) shall not require repayment by the member or the member's estate of the unearned portion of any bonus, incentive pay, or similar benefit previously paid to a member; and
 - (2) shall require the payment to the member's estate of the remainder of any bonus, incentive pay, or similar benefit that was not yet paid to the member, but to which the member was entitled immediately before the combat-related death, retirement, or separation of the member, and would be paid if not for the death, retirement, or separation of the member.

Note: Sections 6-7(c)(1) and 6-7(c)(2) shall not apply if the death or disability is the result of the officer's misconduct.

- 7. **RESPONSIBILITIES:** The authority to promulgate policies implementing this Directive shall reside with the ASH without further delegation.
- 8. **PROCEDURES:** The ASH shall set the rates of pay as long as these rates do not exceed the regulatory ceiling for these pays. In addition, notwithstanding Section 2, Applicability, the ASH shall have the authority to determine the transitioning schedule for officers/categories/disciplines from the current legacy pay authorities to the new special pay authorities contained in this Directive. The ASH shall issue policies promulgating this transition.

9. HISTORICAL NOTES: This is the first Directive published on Health Professions Special Pays in the CCIS to conform with the consolidation of special pays, incentive pays, and bonus authorities under [37 USC 335](#).

-signed-

Secretary

22 January 2013

Date